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They did not wish a nurses' residence, but purely a club, so they felt that they must start in a small way. They rented a room centrally located and furnished it as a rest and reading room; but just then there appeared, as the fairy tales say, the fairy god-father of Toronto nurses, Mr. J. Ross Robertson, with a magnificent offer of a handsome house, beautifully and suitably furnished, in a central part of the city, next to his own home, which he presented to the nurses for two years and if, at the end of that time, the club was in good financial condition he would give it outright.

So now they have a real club, which is in no way a residence, in charge of a graduate nurse, with the necessary domestic help. The membership is now over two hundred and there are still six months of the two years left. Bedrooms for transient guests make it a delightful place for members to entertain their friends (not necessarily nurses) at the nominal rates of \$1 for bed and breakfast, 25 cents for lunch, 40 cents for dinner. Any member of a sister organization, who is properly recommended, will be received. Guests from the United States, England, India, New Zealand, Italy, and even China are among those who have enjoyed the privileges of the club.

A social life has sprung up among the nurses, showing the need of such a place. Afternoon tea can be had any day. Lunch and dinner parties, dances and receptions are given privately and by the various nursing associations. It may sound giddy to say that six dances took place in one month.

The library is supplied with magazines, stationery, and an assortment of books, from reference books to Ruskin; and a player piano adds greatly to the pleasure of members who wish to while away a few hours.

Toronto nurses realize their good fortune and wish all nurses had such a fairy god-father as Mr. Robertson, whose efforts to make the club attractive are untiring. It is hoped that any nurse visiting the city will make an effort to see the club where she will be most welcome.

Wishing every success to the Waterbury nurses.

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WHY ARE HOSPITAL POSITIONS NOT DESIRED?

I

DEAR EDITOR: In the December JOURNAL, which same magazine I value very highly, occurs your editorial on the above subject. To my very great surprise you claim to say with authority that hospital superintendents all over the country have trouble getting competent graduate help. I have nursed for about eight years in the vicinity of Chicago, and now for the past seven on the Pacific coast. My experience has not been identical with yours at all. During my time of residence in the middle west I found it almost impossible for a well-trained woman to get a good hospital position without influence from some one in authority. Of course, there are a good many hospitals where no refined woman will stay, considering the treatment she receives, just as there are hospitals which are duped by nurses who are mere adventuresses. What I am talking about is the well-conducted hospital and the well-trained nurse. Another graduate, who is a very competent business manager, and a thoroughly good nurse, and myself, whom I can without egotism say am a good surgical nurse, have tried for years to get

pleasant hospital positions together, but have never done so. We have owned a hospital now for some time and have not had a very great amount of trouble in getting help. Our greatest trouble is that our place is not large enough to make the work well divided.

Graduate nurses have many times complained to me of a scarcity of hospital positions at \$50 per month, and were I in the field for a position today, I would have no idea where to turn for one. If they are so plenty, why is it we almost never see one advertised the second time in the JOURNAL and yet we see nurses advertise for several successive months for a position and then, to my own knowledge, fail in securing what they desired? It may be that there is a lack of nurses in the farther east who desire hospital work, but it is different in some parts of the central states and west, I am sure, from my own knowledge.

Washington.

S. E.

II

DEAR EDITOR: After reading the editorial in the December JOURNAL concerning the lack of competent women to fill hospital positions, I cannot refrain from offering one reason.

The word discipline, as applied to hospital life, is an obscure term. To how many of those who know does it not convey the meaning "The right of the 'powers that be,' to administer injustice?" The young woman who has had the fine and elevating experience of college discipline finds the hospital term grotesque and a misnomer.

Is it not a common experience that young women who enter hospitals with very high ideals, willing, even eager, for the hospital discipline that will make them efficient, find their ideals all in a tumble a few months later?

The nurse who awakens to this kind of situation does not give up, usually. It is a part of her life's philosophy to complete that which she has begun. She is generally adaptable enough to see the situation, see the humorous side, and come through victoriously. But secretly, she is guarding her old ideals and looking forward to better things. She will get away from the institution that is dragging at her, body and soul, and she will live her own sweet normal life, giving unstinted service to her patients and feeling herself a human being rather than a machine.

Friends and relatives will admire her work and will question her about training school life. Can she advise them to enter, especially will she be willing to have a niece or daughter pass through the experience? No, emphatically. She will tell them that the cost is too great, and she will not be thinking of the expenditure of physical energies.

In the last dozen years I wonder how many have questioned me concerning a nurse's work. Not one have I encouraged too much. I have said, "Yes, it is fine work, but—" and I have tried to give them a real insight into both sides. Three of my nieces have finished college and at least one was attracted to the nursing profession; but I am happy that she has chosen another field. I am wondering whether hundreds of other women, not disloyal to the nursing profession but loyal to those whom they love, are not using the same influence.

The girls who have poor homes, or none at all, and are poorly educated, find the hospital atmosphere more congenial than do women of a higher type. They have not been trained to anything better. There are women of finer minds and

powers as fine, but kept more in reserve, who are not appreciated in hospital life. Doctors seem to prefer usually a giggling, joking "thrashing machine" kind of nurse.

When I read so much these days of the lack of applications both for training and for positions after graduation, I feel like exclaiming—"Certainly, I knew it was coming." I hail the day! I am glad it is arriving.

The heads of institutions will do something, now. In my day they gloated over the fact that there were plenty of applicants on the waiting list. Let a girl in training murmur, and she might be quickly packing her truck. Let me give one or two instances. A girl on night duty was ill. She asked the superintendent for relief. For that awful impertinence she was kept on night duty eighty nights. She died a few days following. Again, a nurse has an entire floor alone on Sunday afternoon in a large hospital. At one end of the corridor a water bottle, placed by a morning nurse, has burst, and the sheets of the patient are soaked. The nurse works quickly because she knows that she can't hear the bells at the other end of the building. As she returns, she meets an enraged superintendent who has answered a bell. She clenches her fist and stamps her foot and shrieks that the patients must not be neglected. Does the nurse have any desire to explain? No, she almost pities the fiendish woman, and her own conscience is clear.

Am I giving too extreme and unusual occurrences? Let us hear from others. This was in a great hospital connected with a great institution of learning. Discipline is necessary; but much ill-temper is vented on innocent victims under the head of discipline.

I very much appreciate the JOURNAL. Every page is interesting to me.

E. M.

West Virginia.

III

DEAR EDITOR: In your December issue you invite discussion of the difficulty of getting graduate nurses for responsible positions in hospitals. Permit me to suggest that the matter of recreation may have something to do with this difficulty. I use the word "recreation" in the broadest sense. I have read with interest the letter on "Helpful Table Talk," which suggests a wide field for wholesome recreation; and also "The Home Life of the Pupil Nurse," with its valuable hints which, of course, can be used as well for the graduates, and also for the unskilled help. Other writers have discussed food, hours, discipline, and recreation in a restricted sense; but do the arrangements described in Miss Young's article cover all the recreational needs of even the undergraduates? Like the nurse whose "noble expression ached," don't these women sometimes get tired of a wholly altruistic life? Normally, I have found that my greatest satisfaction in life came by doing for others; but when I am sick enough to have the nurse wash my face and cut my food for me I find great pleasure in receiving such service.

It seems to me that nurses who, I am told, are partly human, would sometimes enjoy receiving in a broader way than is possible in a hospital dormitory. All the recreational plans which I have seen proposed are limited to the hospital grounds. Cannot more provision be made for recreation away from all hospital associations? My wife and daughter visit freely in other homes in the neighborhood, coming in contact with people from most of the 313 occupations listed by the census, and the result is beneficial, both educationally and recreationally.

A woman of maturity whose pupilage is ended, is in peculiar need of the friendly

"face sharpening" that comes from intercourse with those whose lines of thought and interest differ widely from her own, else she will get into a mental rut, and in old age be able to think and talk nothing but "shop." A nurse should have many acquaintances among people of moderate means, whom she can visit freely and informally—as my minister comes to my back door in his shirt sleeves, sometimes. That is, she should be able to take part freely in the social life of the community. She should be as free to do this as is the average shop girl in a small town, or the average married woman of moderate means.

Without putting an undue estimate on the present value of a man (ISAIAH XIII: 12), I do think a nurse needs male society; she ought to be able to associate sometimes with men of her own age, who are accomplishing things in fields of activity far removed from her own. Men need the refining influence of women; have women no corresponding need?

Opportunities for such social recreation will probably have to be planned or discovered by the superintendent, perhaps through the "ladies' hospital aid association" of the town; or through the ordinary women's clubs; or through the clergymen. Anything that will enlist the interest of the church in the hospital will be a blessing to the church, and ought to be a blessing to the hospital.

Give the nurses a chance to associate with men and women of culture and refinement who will treat them with dignity and respect. I think it will help to solve the problem.

BAYARD E. HARRISON.

Massachusetts.

AFFILIATION OF NURSE EXAMINING BOARDS

DEAR EDITOR: Your editorial in *THE AMERICAN JOURNAL OF NURSING* for January, 1914, was read with considerable interest by the members of this Board. We feel as you do, that greater publicity would be of great advantage to the work of registration.

It is the desire of the Pennsylvania State Board of Examiners for Registration of Nurses to receive suggestions from all sources, which would be of benefit.

It is our opinion that an organization of the different State Boards has not reached that stage of development that would warrant an attempt at organization of all the State Boards. We feel that the organization of each State Board is necessarily slow, because of the various matters to be considered. We would, however, inform you that this Board has reached that stage of development, where progress is being made with greater rapidity and with greater confidence.

WILLIAM S. HIGBEE, M.D., President.

Pennsylvania.

THE HAVEN COUNTRY CLUB

DEAR EDITOR: We have visited the Haven Country Club and it is ours! And a delightful place it is to spend a day, a week end or a whole vacation. Think of it, nurses; a country club we can call our own, where we can stay in bed for all the meals we like, take long tramps in the woods, spend quiet days on the porch with its magnificent view of the Hudson, and enjoy cosy evenings indoors with books, music or cards! One makes interesting friends there too, teachers, social workers and all sorts of women who have "done things." And one gets away from those